

Roll – Out Training Workshop in Basrah / Al-Razi 1, Abulkhaseeb (April 3-14, 2004): M&E Report

Prepared for:

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1. Introduction

Monitoring & Evaluation of health projects is considered as the corner stone for the improvement of the performance by diagnosing erroneous activities and providing technical advices and support when needed.

Training workshops are considered among the vital requirements for the success of many strengthening health projects. And these workshops themselves require monitoring and evaluation to improve their future implementation by the feed back information gained from the participants.

M & E team has prepared a plan to monitor and evaluate all of the workshops held by the health care delivery team throughout their course including individual workshop and training assessment as well as an overall program activity assessment. These will be done by using the pre-designed M&E tool (evaluation questionnaire).

2. Objectives

The objectives of this M&E report:

- To analyze some of the variables related to the workshop participants like age, gender, profession, administrative position, and place of work.
- To provide the health care delivery team with a feedback report by revising the opinions of the participants about the training, and the benefit they got from the workshop.

3. Approaches:

In order to reach the above mentioned objectives, the monitoring and evaluation team designed a questionnaire form that is universal for all the workshops and submit this form to the health care delivery team. Participants filled these forms at the end of their workshop; data was processed using the EPI6 and Excel computer programs.

4. Results

The workshop was held in Basrah for 10 days. The total number of participants was 19. The mean age of the participants (\pm SD) was 31.94 ± 3.7 years, ranging from 26-39 years, and a median of 33 years.

Around two thirds (63.2%) of the participants were males, and all of them were medical doctors from Basrah where the workshop was held.

Eight participants (42.1%) were managers of primary health care centers, one (5.3%) was a community physician specialist, and the rest were general practitioners.

Table 1 is a comprehensive table showing the opinions of the participants about different aspects of the workshop.

Around 3 quarters (73.7%) of the participants think that the length of the workshop is optimum, and 26.3% think that it is short. (figure 1).

More than half (63.2%) of the participants think that the workshop is useful, and the rest think that it is very useful (figure 2).

Interestingly, no participant felt that there was no improvement in his knowledge and skills. Eight participants (42.1%) stated that there was a major improvement of their knowledge and skills (figure 3).

The majority (84.2%) of the participants reported positive impact of the workshop on their work, and the rest reported very positive impact. No one feels that there was no impact of the workshop on his work (figure 4).

All of the participants were willing to participate in additional workshops in the future (89.5% very willing, 10.5 % willing to participate) (figure 5).

Most of the participants were satisfied about the trainers (52.6% satisfied, and 36.8% very satisfied), only 2 participants were unsatisfied. (figure 6).

Regarding the overall satisfaction about the workshop, nearly all of the participants were satisfied or very satisfied. Only one participant was very unsatisfied. (figure 7).

Participants' Recommendations:

All the participants had more than one recommendation. Table 2 will present these recommendations. The most common recommendations are the use of training materials, and videos, so that the lecture won't be traditional.

Table 1. Distribution of participants by opinions about the workshop

| Opinion about: | No. | % |
|---|------------|----------|
| 1-Workshop length | | |
| Too short | 0 | 0 |
| Short | 5 | 26.3 |
| Just about right | 14 | 73.7 |
| long | 0 | 0 |
| Too long | 0 | 0 |
| Total | 19 | 100 |
| 2-Workshop usefulness | | |
| Very useful | 12 | 63.2 |
| Useful | 7 | 36.8 |
| Un-useful | 0 | 0 |
| Total | 19 | 100 |
| 3-The improvement of their skills and knowledge | | |
| Major | 8 | 42.1 |
| Minor | 11 | 57.9 |
| No Improvement | 0 | 0 |
| Total | 19 | 100 |
| 4-Workshop impact on the participants work | | |
| Very positive | 3 | 15.8 |
| Positive | 16 | 84.2 |
| No impact | 0 | 0 |
| Total | 19 | 100 |
| 5-Participants' willing for additional participation | | |
| Very willing | 17 | 89.5 |
| Willing | 2 | 10.5 |
| Unwilling | 0 | 0 |
| Very unwilling | 0 | 0 |
| Total | 19 | 100 |
| 6- Participants' satisfaction about the trainers | | |
| Very satisfied | 7 | 36.8 |
| Satisfied | 10 | 52.6 |
| Unsatisfied | 2 | 10.5 |
| Very unsatisfied | 0 | 0 |
| Total | 19 | 100 |
| 7- Overall satisfaction about the workshop | | |
| Very satisfied | 9 | 47.4 |
| Satisfied | 9 | 47.4 |
| Unsatisfied | 0 | 0 |
| Very unsatisfied | 1 | 5.3 |
| Total | 19 | 100 |

Table 2 Participants' Recommendations

| Recommendations | No. |
|--|------------|
| 1.Use of audio visual tools and videos. | 12 |
| 2.Repeating these workshops in a scheduled pattern. | 7 |
| 3.Training on the use of computers. | 4 |
| 4.Appropriate time for rest after lectures. | 4 |
| 5.Addition of other subjects. | 3 |
| 6.Increase number of days of workshop, and decreasing number of daily hours spent in the workshop. | 3 |
| 7.Speciality of the lecturer has to be compatible with the subject of the lecture. | 2 |
| 8.The timing of the exam, better to be every 3 days. | 1 |
| 9.Giving more weight to the participation certificate of the workshop. | 1 |
| 10.Provision of books instead of handouts. | 1 |
| 11.The workshop exam has to be more comprehensive. | 1 |

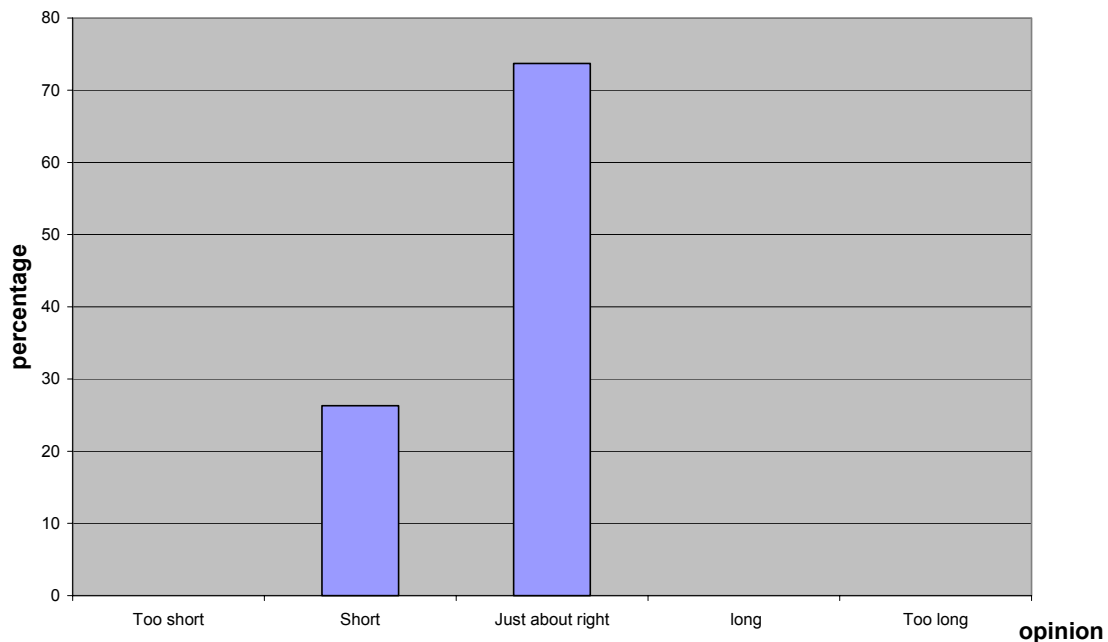
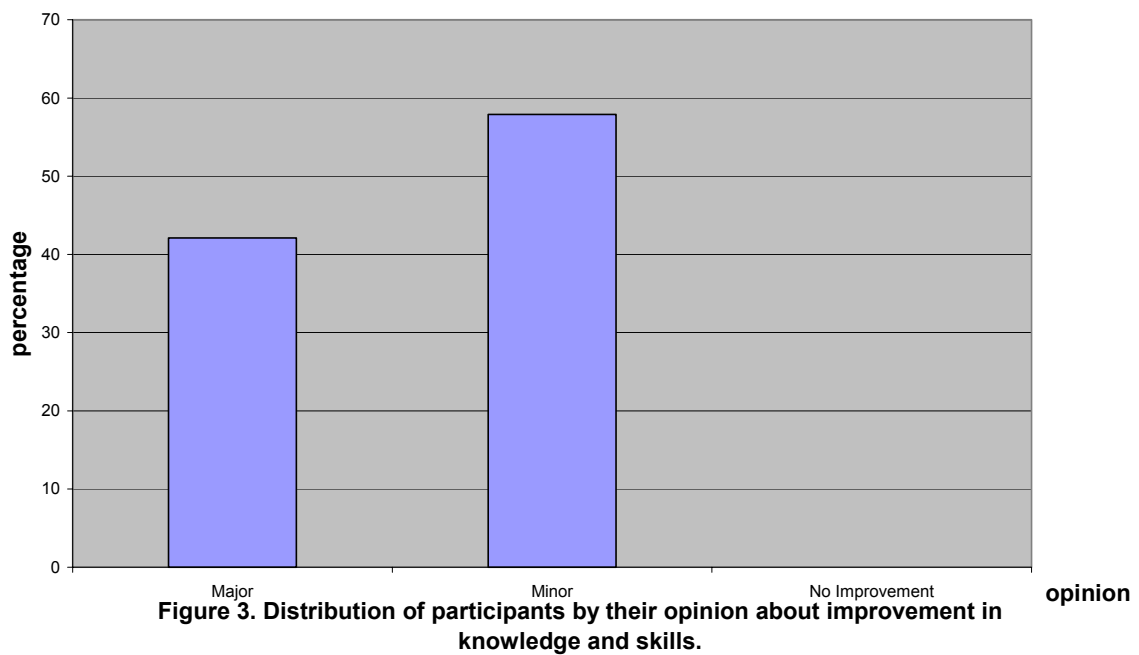
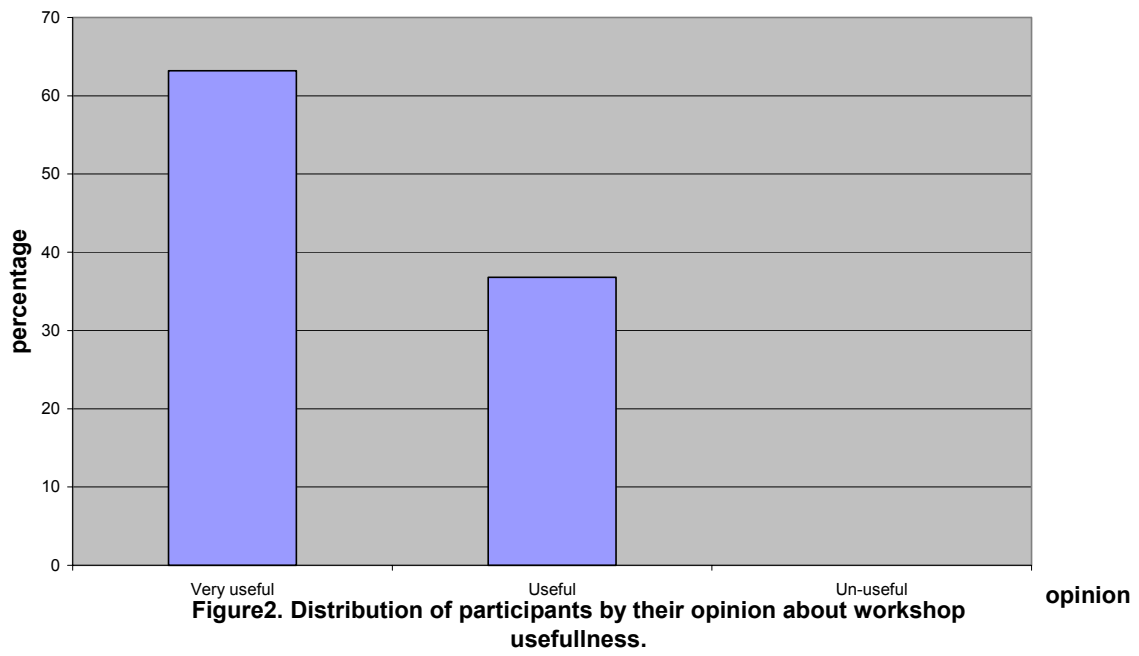


Figure 1. Distribution of participants by their opinion about workshop length.



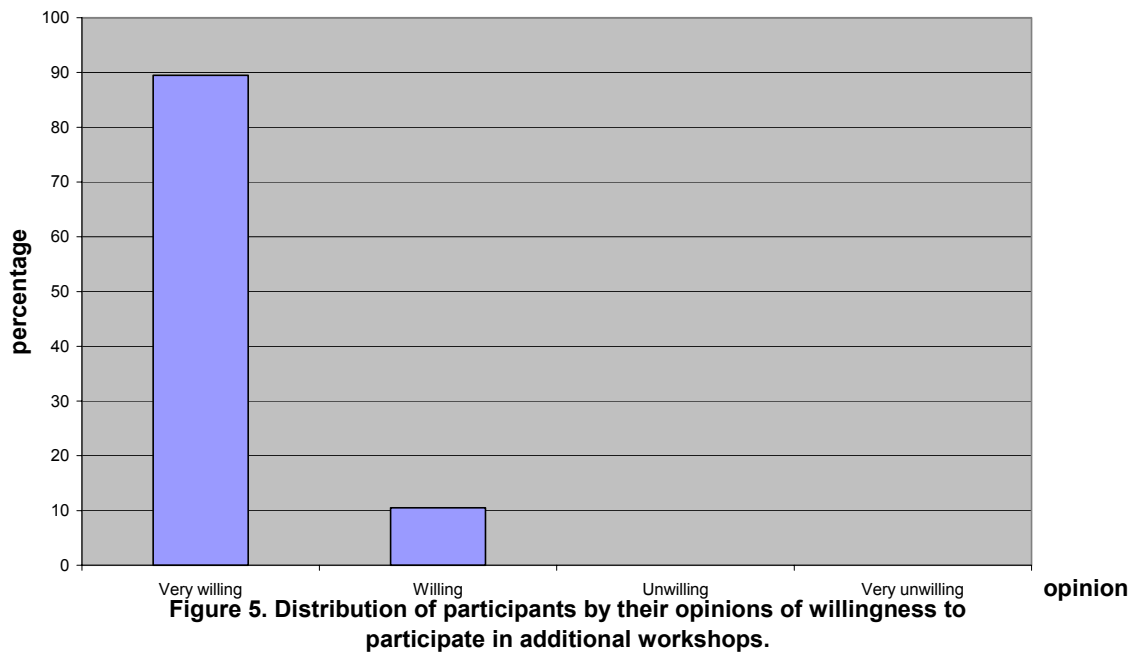
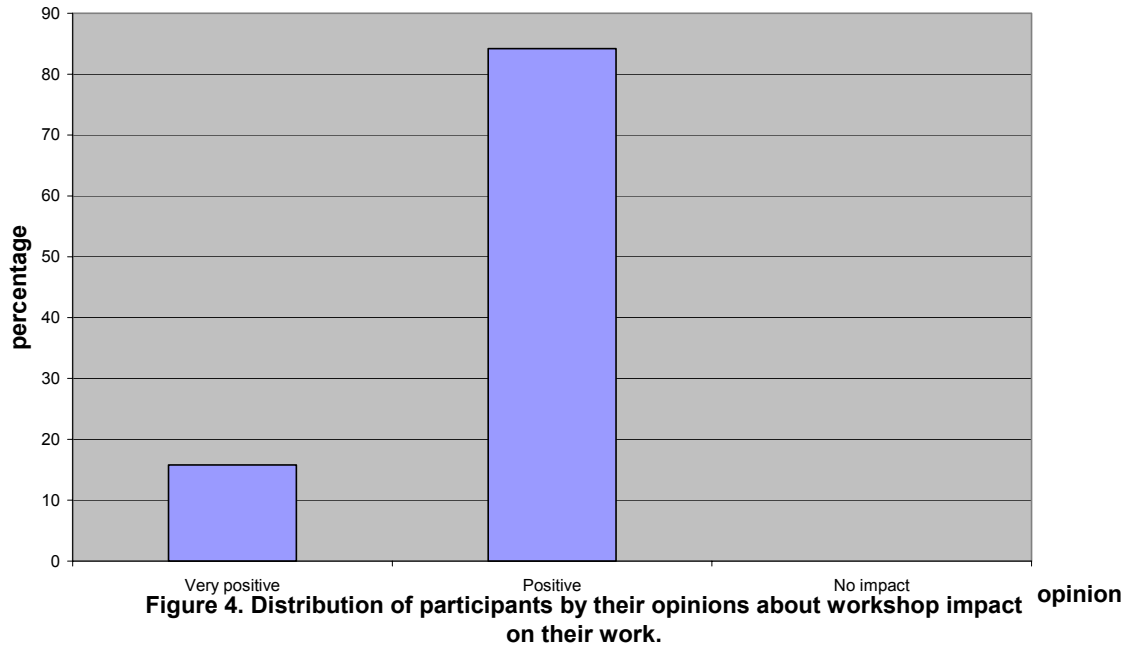


Figure 6. Distribution of participants by their opinions of satisfaction with the trainers.

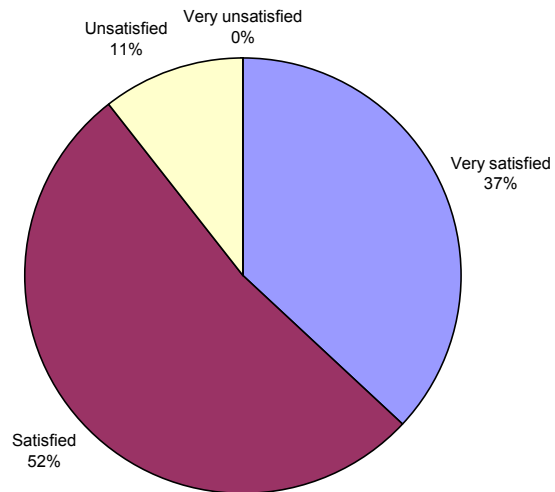
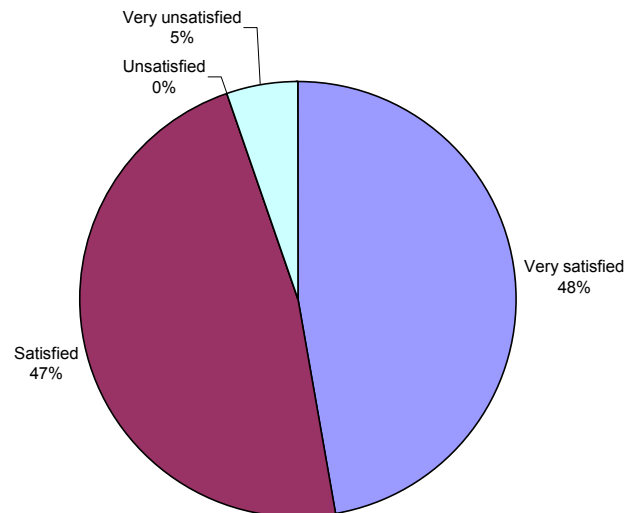


Figure 7. Distribution of participants by their opinions of overall workshop satisfaction.



5. Conclusions

- In this workshop the percentage of male doctors outweighed the percentage of the female doctors, and most of them were young health care providers.
- In general, all the participants were satisfied with the workshop and the trainers, and they think that the workshop had a positive impact on their work and they get benefit from it.
- All of the participants reported that they were willing to participate in additional workshops this indicates that they got experience and benefit as it appeared in their opinions about the workshop impact and usefulness. The workshop team succeeded to achieve its objective and also to attract the attendants for further workshops.
- A considerable proportion of participants recommended the use of more audio-visual tools for training, so that the training be more practical (not a traditional way of giving lectures).